

CHARGE OF DISCRIMINATION		Charge Presented To: <input type="checkbox"/> U.S. EQUAL OPPORTUNITY COMMISSION <input checked="" type="checkbox"/> EEOC	Agency(ies) Charge No(s): 433-2012-00286
<small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		2011 DEC 27 AM 8:48 and EEOC	
Name (Indicate Mr., Ms., Mrs.) Ms. Lisa Cooper		State or local Agency, if any None	Home Phone (Incl. Area Code) (910) 843-5947
Street Address 106 Church Road, Red Springs, NC 28377		City, State and ZIP Code LC LC	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)		Date of Birth 08-06-1965	
Name SMITHFIELD PACKING		No. Employees, Members 3,000 500 or More	Phone No. (Include Area Code) (919) 862-7675
Street Address 15855 Highway 87 West, Post Office Box 98, Tar Heel, NC 28392		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)			
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)			
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)).		DATE(S) DISCRIMINATION TOOK PLACE Earliest 07-18-2011 Latest 07-19-2011	
I. On July 19, 2011, I was constructively discharged from my employment with the Respondent. During my employment, I was the victim of constant sexual harassment on the part of Tommy Larry, Superintendent. Mr. Larry would frequently tell me that he wanted to be with me and that he loved me. Mr. Larry would on at least a weekly basis brush up against me sexually. Mr. Larry had power over me in that he ran the office and would do as he pleased. I had been on the job since December 1995 and did not want to lose it. Finally, I could not longer tolerate that sexual harassment. Nov - Dec 1995 LC		<input checked="" type="checkbox"/> CONTINUING ACTION	
Because of the harassment, I attempted to transfer to another department. However, I was told that allegedly there were no vacancies.			
II. Reported the sexual harassment but no effective corrective action was taken. Allegedly Jamie Pope, Human Resources Representative, conducted an investigation into my allegations. However, if he conducted an investigation, he did not contact all of my witnesses.			
III. I believe that I was the victim of discrimination because of my Gender-Female. I also believe that I was the victim of retaliation because I reported the sexual harassment and therefore, not allowed to transfer out of department. I believe that the Respondent is in violation of Title VII of the Civil Rights Act of 1964, as amended.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct. <u>12-21-11</u> <u>Lisa Cooper</u> <small>Date</small> <small>Charging Party Signature</small>		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. <small>SIGNATURE OF COMPLAINANT</small>	
SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small>			